

EXHIBIT RRR

From: Nicholas USA7375 Oliva/USAP/USA
To: Nicholas USA7375 Oliva/USAP/USA@USA
Date: 12/11/2015 08:32 AM
Subject: J Behaviors - Note to file

11/30 - Met with J in her office for greeting - offered me gum in blister pack with one blister open, containing her chewed gum. Aggressive and symbolic. I made no comment.

12/9 - Met with Mytex with J and Stephen. J assumed the power seat. I made no comment. - Respect of the position and transition

12/9 - Met in my office about J-K relations. When concluded, we discussed transition work and potential new M&A project for Mytex. I said I will like to take all non-ordinary course work going forward. She countered and stopped herself mid-sentence with "but do you have the experience... ok". I allowed a pause, inviting continuation. There wasn't any. She excused herself. - Questioning authority, respect for transition, professional respect.

Conscious determination to allow one 'freebie' in each category. Plan to address any future behavior by prefacing with "You did X before and I allowed it to give you time to adjust... now..."

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From: Nicholas USA7375 Oliva/USAP/USA
To: Nicholas USA7375 Oliva/USAP/USA@USA
Date: 12/16/2015 08:36 AM
Subject: Behavior observations from 12/15/15

1:1 w/J

- Asked her... 'do you have anything for me?'; replied... 'no... what do you want me to have for you?'; replied... 'what an odd question'.
- Resistance to moving work from J to others in the group - although identifies essentially all work at MCHA as running to her
- J identifies that Stephen should report to her because everyone else will have someone (Kathryn - Joe; Andy - Axiom) and she would be the only one without a person
- Suggests that she doesn't know my skill/experience and therefore, she cannot tell what can move to me - NJO did not ask to move work to NJO but instead, what work stays with J short and long term.
- When NJO suggests I am happy to discuss my experiences (and advanced the idea of a talent profile), she says... 'ok, start with that...tell me what you know'. I declined to do so in our 1:1, but said that although she may have reservations about my experience, I don't really care.

Staff Meeting

- An issue was raised by KR and J confronted the thinking. KR calmly reminded J that she was involved in the discussions. J circled in thought then conceded that they 'must have worked through it but her memory fails'.
- As time was running out, I reminded the remaining members to keep to our timing. During Joe's present, J asked questions that, in my opinion only, appeared to delay the presentation. I moved it along, placing the burden on Joe to wrap up. The people yet to speak were Kelli and Maiko.